

## Industry Working Group update 2017

It's been just over four years since ClfA invited FAME and Prospect to join an open forum discussion on the last day of the ClfA conference in Birmingham (TA 62) about 'Valuing the profession: pay and conditions in archaeology', and ClfA's proposed policy statement on these. This brought together the three different representative bodies – professional institute, trade association and trade union – and as a result, in 2014, they published a joint statement on pay in archaeology and set up an **Industry Working Group** to coordinate the programmes of work in all three organisations to deliver improvements in the working and business environment for the profession.

Since this time, the membership of the Working Group has been widened to include representatives of the Association of Local Government Archaeological Officers, ClfA's Diggers' Forum and David Connelly, British Archaeological Jobs Resource (corresponding member).

The Working Group meets twice a year and provides an opportunity to share information, support initiatives and develop joint projects.

Some of the issues that have recently been discussed by the Group, or are ongoing programmes of work, include:

- **changes to CSCS** cards, ensuring information about the changes reaches the widest audience and identifying any remaining sectors of the profession who may not be eligible for the academically or professionally qualified cards.
- **resource capacity** within the profession and the potential impacts of forthcoming major infrastructure projects and Brexit.
- progress with **apprenticeships** and other training initiatives.
- **employment benefits**, with particular regard to qualifying time periods or project-specific contracts.
- awareness of, and access to, **company policies, procedures and resources** by employees who are primarily site-based without regular access to company offices or intranets.
- **labour market intelligence** including reports relating to Archaeological Market Surveys (conducted by Landward Research on behalf of ClfA, FAME and Historic England) and ALGAO research on local government capacity.
- providing comment and feedback to ClfA in relation to **salary minima** to inform the annual review. The latest rates are for 1 April 2017.

More about our policy statement on pay, our Action Plan to deliver the commitments in the joint statement and the progress we have made with this is available on our website at [www.archaeologists.net/practices/pay](http://www.archaeologists.net/practices/pay)